

Sustainability Report

2024/25



UNIVERSITY
of HULL

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Foreword

■ The University of Hull exists to
■ explore new ideas and put these
■ to work for the benefit of humanity.

Through our education, research and innovation, we are building a healthier, more sustainable and inclusive world. Leading the way in areas such as renewable energy and flood resilience, palliative and wound care, and the fight against modern slavery, we are proud to make a difference every day to the lives of people across our local, national and global communities.

I am delighted to introduce our latest Sustainability Report, showcasing just some of the impact that our students, staff and partners have had over the past year in our collective action to address global challenges.

Alongside our ongoing work on the science and engineering behind carbon reduction and the development of renewable energies, we are drawing on the arts and humanities to raise public awareness of climate-related risks and nature-based solutions. We are engaging communities in flood resilience planning and contributing to national sustainability education policy. Working in partnership with Team GB, research students in our interdisciplinary Centre for Sustainability and Olympic Legacy are leading projects to advance sustainable practices in elite sport and develop wellbeing strategies to assist athletes in the transition to their post-sport careers.

We continue to make great strides in improving the sustainability of our campus, from the rainwater-harvesting system on our Library to the greening of our labs through Laboratory Efficiency Assessment Framework (LEAF) accreditation. We were pleased to become a signatory to the Concordat for the Environmental Sustainability of Research and Innovation Practice this year, reflecting our dedication to sustainable and responsible conduct in our research and across all our activities.

The launch this year of our new £16 million Wound Innovation Centre marks an exciting new phase in our ongoing work to apply our cutting-edge research to the prevention and treatment of chronic wounds, tackling one of the major challenges faced by health systems around the world. Meanwhile, the launch of our two new IntoUniversity Centres in Bridlington and Grimsby builds on the success of our Hull centre and expands the impact of our efforts to support equity of opportunity for our region's young people.

Supporting the implementation of our new Equality, Diversity and Inclusion Strategy, we have rolled out training to help our leaders embed equity and fairness into their day-to-day practice and are pleased to see our staff networks going from strength to strength as advocates and sources of peer support for colleagues across diverse identities and lived experiences. We were honoured to be shortlisted by the 2024 Inclusive Awards, recognising the impact of our Human Living Library in fostering an inclusive organisational culture.

I extend my thanks to the University community for the excellent progress we have achieved over the last year. While our work is never done, through your talent and commitment we are shaping a fairer and greener future for all.

Dr Chris Ince

University Secretary, Registrar and Chief Compliance Officer
University Sustainability Lead



Overall Highlights



180,000

LITRES OF RAINWATER REUSED ON CAMPUS



Finalist

IN TWO CATEGORIES FOR THE 2024 GREEN GOWN AWARDS: REPORTING WITH INFLUENCE, SUSTAINABILITY CHAMPION - STUDENT



230,000 kWh

OF CLEAN ENERGY HAVE BEEN GENERATED BY OUR ROOFTOP SOLAR PANELS THIS YEAR





35

MEMBERS OF STAFF ARE CERTIFIED CARBON LITERATE



14

BRONZE AWARD LEAF LABORATORIES



Human Living library

SHORTLISTED FOR THE INCLUSIVE CULTURE INITIATIVE AWARD



LinkedIn learning

STAFF HAVE ACCESS TO THOUSANDS OF ONLINE LEARNING COURSES ON LINKEDIN LEARNING



Over 100

LEADERS HAVE COMPLETED EQUITY SEQUENCE TRAINING LINKEDIN LEARNING



120

STAFF MEMBERS IN STAFF SUPPORT NETWORKS



Times Higher Education Impact Rankings 2025

101-200 out of 2318 institutions in the overall ranking, with the individual SDGs ranked separately



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



49

OUT OF 1265 INSTITUTIONS

29

OUT OF 2389 INSTITUTIONS

Community Waterscapes Storymap

This digital Storymap captures the lived experiences of Hull residents and their relationship with water. Through stories, photos, and landmarks, it highlights the city's vulnerability to flooding and the cultural significance of its watery landscapes.

Lead: Dr Katerina Velentza

Impact Highlights:

- Created a public digital archive of Hull's water heritage and local history
- Raised awareness of climate-related flood risks
- Encouraged community input into future flood resilience planning



Flood and Coastal Erosion Rising Star

Dr Smith was awarded the WiFCERM Rising Star Award for her interdisciplinary research on water, landscape, and identity. Her work with the Risky Cities team explored how public art can drive climate action, including a performance at COP26.

Lead: Dr Kate Smith

Impact Highlights:

- Recognised nationally for leadership in flood risk research
- Advanced participatory methods in climate engagement
- Collaborated with National Youth Theatre for COP26



Hull Centre for Sustainability and Olympic Legacy



We are the official education partner for Team GB, working to reduce Team GB's carbon footprint and promoting healthier, more sustainable lifestyles.

Our partnership with Team GB is a sustainability-focused collaboration that involves the Hull Centre for Sustainability and Olympic Legacy, which drives interdisciplinary research on climate impact, athlete wellbeing, and community social impact.

Life Beyond Olympic Sport

This research investigates the post-retirement experiences of elite athletes, aiming to support their transition and wellbeing beyond competitive sport.

PHD student: Neil Boardman
Supervisors: John Saxton

Impact Highlights:

- Filled knowledge gaps in athlete career transitions
- Informed support strategies for retired athletes
- Contributed to holistic wellbeing frameworks



The Environmental Sustainability in the Respiratory Care of Athletes

The aim of this project is to understand how different types of inhalers affect the respiratory performance of athletes, and ultimately, what is the quantitative carbon footprint associated with the respiratory care of athletes?

PHD student: Tom Burrell
Supervisor: Ben Kolosz



Green2Gold

Green2Gold explores the intersection of elite sport and environmental sustainability, charting the journey of athletes committed to climate-conscious practices.

PHD student: Esther Carter
Supervisors: John Toner

Impact Highlights:

- Promoted sustainable practices in elite sport
- Inspired athletes to become climate advocates
- Strengthened the link between performance and planet



Team GB Race to Zero - An Olympic Journey

Examining the current carbon accounting practices of National Olympic Committees by investigating the methods used for measuring, disclosing, and assuring carbon emissions, as well as identifying the factors that constrain effective carbon accounting.

PHD student: Yazeid Aqqad
Supervisors: Steven Forest and Ben Kolosz



Everyday Actions, Big Impact: Sustainability on campus



Flushing with the Forecast

Did you know our Brynmor Jones Library is catching the rain?

Thanks to our rainwater harvesting system, we've collected over 180,000 litres of rainwater enough to flush the library toilets 29,790 times without using a drop from the mains. That's 82 flushes a day powered by Hull's famously rainy skies!



Lighting the Way

We gave our sports pitches a lighting upgrade, and the results are glowing!

The new floodlights have cut electricity use by over 50%, saving the same amount of energy used by 21 average households each year.

And it doesn't stop there, nearly all our external streetlights are now LED too. That means less energy, less light pollution, and a better night-time environment for our campus wildlife.



Solar Power, Hull Style

Our rooftop solar panels have been busy!

In the past year alone, they've generated nearly 230,000 kWh of clean energy, that's enough to power 85 homes for a whole year. Every sunny day is a win for the planet.



Greener Labs with LEAF

We're making our labs leaner and greener with the Laboratory Efficiency Assessment Framework (LEAF).

Now in our second year, 13 labs have already earned bronze accreditation, and 17 more are on their way. It's all about reducing emissions, improving efficiency, and sharing best practice across our research community.





Bright Ideas in the Library

We've also completed a full lighting upgrade in the Brynmor Jones Library.

Every single light fitting, has been replaced with energy-efficient LEDs. The result? A 50% drop in electricity use, saving the same amount of energy as 130 homes would use in a year.



Skip the Sip Waste

Between August 2024 and July 2025, our campus community saved 12,005 disposable cups, that's 144 kg of waste.

Whether it's reusable mugs in cafés or bring-your-own-cup incentives, small choices are making a big difference.



Sourcing Responsibly

We take pride in using ingredients that meet the highest ethical and sustainability standards:

- Free-range eggs only
- 95% pork sausages
- No GM foods or trans fats
- MSC-certified fish only, ensuring responsible fishing practices
- Deep fryer oil accredited by the Roundtable on Sustainable Palm Oil, an initiative that earned the University an environmental award through our partnership with The Deep.



Greener Labs in Action

On 8 July 2024, we hosted our first Environmental Sustainability in Research: Focus on Labs event and it was a brilliant success!

We welcomed over 50 attendees, including researchers, technicians, sustainability professionals, and colleagues from other universities.

The day was packed with inspiring keynote talks, hands-on workshops, and a LEAF awards ceremony, all supported by seven sustainability-focused suppliers.

The event was a fantastic opportunity to share ideas, celebrate progress, and build momentum for greener research practices.



Environment Partnerships

Sustainability Discovery Workshops

We're proud to lead the way in sustainability transformation at the University of Hull through our Sustainability Discovery Workshop.

Developed in 2022 and refined through sessions with Birds Eye, Humber Bridge, and Kersia Group, this interactive workshop helps organisations identify challenges, set measurable goals, and build practical roadmaps for action. In August, we had the privilege of running the workshop with Team GB, bringing athletes and staff together to explore embedding sustainability across operations. Powered by Hull's expertise in supply chain sustainability, systems thinking, and process mapping, our approach continues to unlock impact and inspire change across sectors.



Noah to Now: Flooding Through Arts & Humanities

This project explores cultural narratives of flooding, from biblical myths to modern coastal realities, and pilots arts-based education in primary schools.

Impact Highlights:

- Collaborated with Hull Music Hub, Hull Choral Union, and Grimsby Minster
- Produced digital teaching resources and policy publications
- Contributed to national education policy via the Education Policy Institute



Concordat for Sustainable Research

The University of Hull has signed the Concordat for the Environmental Sustainability of Research and Innovation Practice, committing to greener research methods.

Impact Highlights:

- Aligns with national standards for sustainable research
- Promotes environmentally responsible innovation
- Supports the UK's transition to low-impact research practices



Student Power: Driving Sustainability at Hull University Students' Union

Green Impact Students' Union Award

This year, we took part in the Green Impact Award run by SOS-UK, a brilliant framework that helps us embed sustainability across everything we do. From volunteering and campaigning to policy and partnerships, it's helped us take real action. We were thrilled to achieve a "Good" rating and are looking forward to further developing and building on this work in the next year.



Our students have led some amazing initiatives, including:

- Campus litter-picks in partnership with Hull City Council
- Donation Station in Student Central recycling and reusing unwanted items
- Vegan Society campaigns for more plant-based food options
- Charity Shop pop-ups raising funds for student clubs through donated clothing
- Our "Love Your Planet" event brought together local organisations to promote ethical and environmental action



HUSU Sustainability Statement

I would like to thank our former President for UnionDevelopment Ejimchi Peter-Dumbili for his commitment to a green, friendly university environment. Another heartfelt thanks to former Environment and Sustainability Representative Queen Ejimbe for her dedication to sustainability during her studies. To students and staff within HUSU and the university who participated in or supported our sustainability goals this past year, thank you. Working towards a sustainable campus would not be possible without you.

HUSU's commitment to sustainability aligns with our values as a students' union. Being supportive, positive, fun and inclusive creates opportunities for social impact, an often overlooked spoke in the wheel of sustainable progress. Meeting the demands of students now calls for innovative thinking to make sustainability feel relevant to their everyday lives.

From students to staff, HUSU will ensure its commitment to sustainability into the 2025/2026 academic year meet or exceed its 'good' Green Impact rating.

Sam Bixby-Bland, HUSU President for Union Development 2025-26.

Hull Poverty Truth Commission

- The University of Hull's evaluation of the first Hull Poverty Truth Commission highlights a transformative approach to decision-making, placing lived experience at the heart of policy.

Co-authored: Dr Gill Hughes and Dr Juan Pablo Winter
Partners: Y-PERN, Hull community commissioners

Impact Highlights:

- Demonstrated cultural shift toward inclusive, collaborative governance
- Inspired a "new business as usual" model for service co-design



"Nothing about us, without us, is for us."

Poverty Truth Network



Boys don't play with Girls?

- This study explores children's lived experiences within early childhood settings, revealing that children actively reinforce gender norms, shaping peer interactions and play.

Lead: Dr Cathy Kilburn

Impact Highlights:

- Conducted across three diverse UK preschools
- Used child-friendly participatory methods
- Found children adapt gender policing based on adult presence
- Challenged assumptions about gender roles in early childhood

Conclusion:

Early years practitioners must recognize and challenge gender norms to foster inclusive environments from the start. Ignoring children's understanding of gender risks reinforcing inequality from the earliest stages of development.



Veterans Careers Programme

At the University of Hull, we're proud to launch the Veterans Career Transition Programme in partnership with Hull 4 Heroes.

Funded by the Armed Forces Covenant Fund Trust, this accredited initiative supports veterans and their families in transitioning to fulfilling civilian careers. Drawing on our academic expertise and Hull 4 Heroes' community connections, we're helping participants unlock their potential and build new futures.

Co-authored: Dr Catherine Wynne

Partners: Armed Forces Covenant Fund Trust

Impact Highlights:

- Tailored career development for veterans and their families
- Accredited training delivered by multidisciplinary university staff
- Practical support in CV writing, interviews, and career planning
- Skill identification to leverage military experience
- Strong regional partnerships to connect participants with real opportunities



Mariupol State University, University of Hull and Community partnership

Mariupol State University, now a university in exile, is redefining its civic role by connecting with displaced Mariupol communities in the UK. In partnership with the University of Hull, we've begun a powerful journey to understand and support these communities through participatory research and civic engagement.

Co-authored: Dr Catherine Wynne, Dr Gill Huges, Dr Nicholas Evans

Partners: Mariupol State University

Impact Highlights:

- Strengthened MSU's ambassadorial role for Mariupol in exile
- Built a cross-university partnership focused on community-led research
- Engaged Ukrainian communities in Yorkshire and the Humber
- Developed inclusive methods to capture lived experiences of displacement
- Advanced the Civic University model in a global context
- Skill identification to leverage military experience
- Strong regional partnerships to connect participants with real opportunities



Building an Inclusive Hull: Stories, Skills & Equity in Action

Human Living Library

We believe stories have the power to change minds and hearts.

That's why we created the Human Living Library, a space where staff, students, and alumni share their lived experiences to challenge stereotypes and build understanding.

We've now collected over 40 powerful stories, including the inspiring "This is Me" series, developed with our Disability Staff Network.

And we were thrilled to be shortlisted for the Inclusive Culture Initiative Award at the Inclusive Awards 2024, a proud moment for everyone involved!



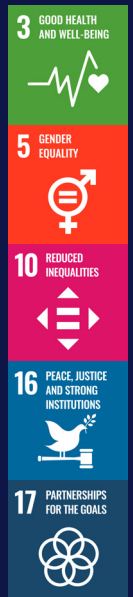
Staff Networks: Power in Community

Our staff networks are thriving and transforming our culture.

From the Women Empowerment Network to the Neurodiversity Network, we now have over 120 members across multiple groups, offering peer support, advocacy, and a collective voice.

We celebrated National Staff Networks Day in May 2025, bringing chairs and members together to share stories, recruit new members, and celebrate the power of collaboration.

Together, these networks are driving change across identities, disciplines, and experiences.



Equity Sequence® Training

Equity isn't just a value, it's a practice.

We've rolled out Equity Sequence® Training in partnership with Tidal Equality, helping over 100 leaders embed fairness into everyday decision-making.

Now, we have our own in-house facilitator, and the impact has been incredible:

- 100% of participants say they understand equity better
- 96% say it's changed how they make decisions

"Since completing the course, I have applied the Equity Sequence framework to a number of situations and have used these ideas to influence my colleagues and take strides to reshape our services."

Training participant



Learning for All

We've joined LinkedIn Learning, giving every staff member access to 22,000+ free online courses no matter their role or grade. It's a big step in making professional development inclusive and accessible for all.



Women in Tech

We're proud to be upskilling women for tech roles.

In 2024, 30% of applications for higher-graded Professional Services tech positions came from women, up from 20% in 2023. It's real progress, powered by inclusive development and our partnership with Tidal Equality.



Leading with Inclusion

This year, We're proud to have launched the University of Hull's new Equality, Diversity and Inclusion (EDI) Strategy 2025–2030 a bold, inclusive roadmap that strengthens our commitment to equity, diversity, inclusion and belonging across all areas of university life.

Our EDI Strategy is built on three powerful pillars: Community, Organisation, and Culture. It's about widening access, embedding inclusive leadership, and creating a space where everyone feels they truly belong. This strategy is more than a vision, it's a shared responsibility, and we're proud to see it already inspiring action across our campus.

Alongside this, our Health and Wellbeing Strategy recognises that wellbeing is deeply personal and multi-dimensional. We're taking a data-driven, preventative approach, investing in leadership, and tailoring support to meet the evolving needs of our staff. It's a clear signal that we care and that we're committed to making Hull a great place to work.

Complementing these strategies is our EDI Transparency Report, now in its second year. It highlights the progress we've made and the stories behind the data, proof that our efforts are making a real impact.

Together, these initiatives reflect our values and our vision. We're building a university where everyone can thrive and that's something worth celebrating.



Median Hourly Gender Pay Gap

The gender pay gap refers to the difference in average earnings between men and women across the organisation. It is typically expressed as a percentage of men's earnings. The median average arranges all the individual salaries of female employees (FTE's) in lowest-to-highest order, to find the exact 'mid-point' wage. This is then repeated with male colleagues and the difference between these become the 'gap'.

Measure	2020/21 (Baseline)	2021/22	2022/23	2023/24	2024/25
Median Gender pay gap	13.7%	12.4%	14.0%	12.3%	8.81%



Social Justice Partnerships

Wound Innovation Centre

- Supported by a £16M Research England investment, the Wound Innovation Centre is a world-class facility advancing diagnostics and treatments for chronic wounds.

Impact Highlights:

- Developed in partnership with Polaroid Therapeutics and Reckitt
- Positioned to rapidly translate research into clinical practice
- Enhances global health outcomes through cutting-edge wound care

“Our new centre will drive world-leading discovery and applied research to transform the prevention and treatment of chronic wounds.”

Mat Hardman
Professor of Wound Healing at Hull York Medical School and Director of the Wound Innovation Centre



ColliderFest: Science Meets Culture

- ColliderFest 2025 celebrated the fusion of science, art, and innovation, engaging the public through interactive exhibits and performances.

Impact Highlights:

- Promoted STEM careers to school-age children
- Strengthened links with local industries and media
- Showcased University of Hull's research talent

“ColliderFest was a powerful catalyst, deepening Hull's relationships with key local industries, fostering student engagement, and showcasing the very best of the University of Hull's research talent.”

Professor Mark Lorch
ColliderFest Director



IntoUniversity Grimsby Centre

A partnership between IntoUniversity, University of Hull, and University of York, the Grimsby Centre supports disadvantaged youth in accessing higher education.

Impact Highlights:

- Offers mentoring, academic support, and enrichment activities
- Builds on successful centres in Hull and Bridlington
- Expands regional education equity



"I am delighted that the launch of this new centre in Grimsby will benefit more young people in our region – and will build on the success of the IntoUniversity centre in Hull as well as the recently launched new centre in Bridlington."

Professor Dave Petley
Vice-Chancellor of the University of Hull



University of Law Partnership

The University of Hull has partnered with the University of Law to deliver specialised postgraduate legal training, enhancing student employability.

Impact Highlights:

- Offers LLM SQE programme with expert teaching
- Strengthens legal education and career pathways
- Enhances industry connections and professional readiness



"We are excited to be partnering with the University of Law, who will be providing our students with an exceptional LLM SQE programme."

Dr Caroline Gibby
Head of UoH Law School



Appendix: SDG Mapping

SDG	Case Studies
1 NO POVERTY 	Hull Poverty Truth Commission The IntoUniversity Grimsby Centre Learning for All Women in Tech
2 ZERO HUNGER 	Sourcing Responsibly Hull Poverty Truth Commission
3 GOOD HEALTH AND WELL-BEING 	Life Beyond Olympic Sport Green2Gold Respiratory Care of Athletes Wound Innovation Centre Sourcing Responsibly Hull Poverty Truth Commission Mariupol State University Community partnership Staff Networks Wound Innovation Centre
4 QUALITY EDUCATION 	Greener Labs in Action Boys don't Play with girls Learning for All Women in Tech Median Gender Pay Gap Colliderfest The IntoUniversity Grimsby Centre University of Law Partnership
5 GENDER EQUALITY 	Flood and Coastal Erosion Gender pay gap report Boys don't play with girls Human Living Library Equity Sequence® Training Staff Networks
6 CLEAN WATER AND SANITATION 	Community Waterscapes Storymap Flood and Coastal Erosion Flushing with the Forecast Noah to Now Greener Labs with LEAF Greener Labs in Action
7 AFFORDABLE AND CLEAN ENERGY 	Lighting the Way Solar Power, Hull Style Bright Ideas in the Library
8 DECENT WORK AND ECONOMIC GROWTH 	Life Beyond Olympic Sport Veterans Careers Programme Gender pay gap report IntoUniversity Grimsby Centre
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Team GB Race to Zero Lighting the Way Solar Power, Hull Style Bright Ideas in the Library

SDG	Case Studies
10 REDUCED INEQUALITIES 	Veterans Careers Programme Gender pay gap Boys don't play with Girls Mariupol State University Community partnership Human Living Library Equity Sequence® Training Staff Networks Median Gender Pay Gap
11 SUSTAINABLE CITIES AND COMMUNITIES 	Community Waterscapes Storymap LED lighting upgrades Wound Innovation Centre Mariupol State University Community partnership
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Green2Gold Lighting the Way Solar Power, Hull Style Greener labs with LEAF Skip the Sip Waste Bright Ideas in the Library Sourcing Responsibly Greener Labs in Action Student led Initiatives
13 CLIMATE ACTION 	Community Waterscapes Storymap Green2Gold Team GB Race to Zero Respiratory Care of Athletes Skip the Sip Waste Greener Labs with LEAF Greener Labs in Action Concordat for Sustainable Research HUSU Sustainability statement
14 LIFE BELOW WATER 	Community Waterscapes Storymap Flushing with the Forecast Greener Labs with LEAF Greener Labs in Action Noah to Now
15 LIFE ON LAND 	Green2Gold Team GB Race to Zero Flushing with the Forecast Greener Labs with LEAF Noah to Now Student led Initiatives
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Sourcing Responsibly Green Impact Students' Union Award HUSU Sustainability statement Veterans Careers Programme Mariupol State University Community partnership Staff Networks Learning for All Women in Tech Leading with Inclusion University of Law Partnership
17 PARTNERSHIPS FOR THE GOALS 	Concordat for Sustainable Research Staff Networks Leading with Inclusion

Appendix: Greenhouse Gas Emissions

Carbon Emissions in Tonnes CO ₂ e	2021/22	2022/23	2023/24	2024/25
Scope 1				
Gas	4,667	4,139	3,785	3,650
Scope 2				
Electricity	3,105	3,337	3,214	2,469
Location based emissions electricity*	3,105	3,337	3,214	2,469
Market based emissions electricity**	-	0	0	0
Scope 3				
Electricity transport and distribution	284	289	284	258
Staff commuting	-	1,826	2,069	2,074
Student commuting	-	7,823	7,954	5,691
International students	-	7,406	15,250	12,919
Business travel***	3,746	2,043	1,130	1,316
Waste****	17	17	5	3
Water	12	20	13	11
Wastewater	21	21	15	9
Homeworking	-	288	382	309
Supply chain	26,940	19,584	30,916	27,056
Total scope 3	31,020	39,316	58,019	49,648
Total carbon emissions	38,792	46,791	65,018	55,766

* Location based scope 2 emissions are the emissions we have produced from our electricity use on site. Based on the UK grid average carbon emissions.

** Market based emissions show emissions that the University is responsible for through its purchasing decisions. Our electricity supply is nuclear power-based electricity generation and will produce zero emissions.

*** Change in calculation for business travel emissions post 22/23 were made by NEUPC and backdated to previous years calculations. This resulted in a change to business travel emissions in 22/23 from 5135 and is now 2042. We have updated the figure to reflect the updated calculations as these changes will be included for 2024/25 reporting and in the future.

**** Waste – excludes construction waste

- Data for this period is not available

Appendix: Waste Management

Waste Stream (excluding construction related waste)	2021/22		2022/23		2023/24		2024/25	
	Tonnes	%	Tonnes	%	Tonnes	%	Tonnes	%
Mixed Recycling	377.71	45.34	224.78	34.95	232.99	33.11	193.39	27.86
Composting	61.60	7.39	22.14	3.44	28.96	4.13	18.22	2.62
Anaerobic Digestion	4.60	0.55	8.31	1.29	13.09	1.87	15.31	2.20
Total Recycling Rate	443.91	53.28	255.23	39.70	274.35	39.40	227.47	37.40
Incineration	9.10	1.09	1.62	0.25	2.06	0.29	0.33	0.05
Landfill	0.43	0.05	0.32	0.05	0.0	0.00	0.0	0.00
Used to Create Energy	379.65	45.57	385.90	60.01	425.14	60.60	380.71	54.70
Total	833.09		643.07		701.56		608.51	

Methodology

Sustainability Linked Finance

Our Sustainability Linked Loan reflects our commitment to placing sustainability and social justice at the heart of all we do, including our financing strategy, and sets challenging targets for our performance on reducing our carbon emissions, waste and gender pay gap.

We have established a [Green Finance Framework](#) to embed our sustainability strategy into our financing strategy. This Framework enables the University to raise funds which specifically support its environmental objectives and have a positive environmental impact.

Our Framework has been drafted in alignment with the internationally recognised ICMA and LMA principles for Green Bonds and for Green Loans. We will adhere to and follow the most recent version of these principles. The Framework supports us in issuing a broad range of green debt instruments, such as bonds, private placements, bank loans and revolving credit facilities.

Our Framework has four core components in line with these principles: Use of Proceeds, Process for Project Evaluation and Selection, Management of Proceeds and Reporting.

Scope of the Report

Performance data included within this report relates to University of Hull activity that we had control over as of 2024/25. For KPIs 1 and 2, this relates to the 2024/25 academic year, covering August 2024 to July 2025. For KPI 3, the 2024/25 data is a point in time measure taken on 31st March 2024, which aligns with the UK government's gender pay gap reporting requirements.

Green Finance Allocation

In April 2022, the University issued loan notes of £86.0m in a private placement and under the Green Finance Framework to aid its investment strategy. In the year ending July 2025 the University allocated one project under the Green Buildings category. From August 2024 to July 2025 the university has allocated and drawn down a total of £17m to one project qualifying within the Eligible Green Project Categories as established within the green finance framework.

Eligible Green Project Category – Green Buildings

- Courtyard – allocation of £17m. This project, completed in December 2016, provided the development of 562 high quality self-catered, en-suite study bedrooms, with adjacent student social spaces, kitchens and ancillary spaces. The project was also able to improve the biodiversity of the campus. In accordance with Article 'A1 Technical Description' through completion of a S-BEM calculation and associated air test, the building fully meets the energy efficiency performance rating as defined within BREEAM (Excellent) ENE01
- Previous allocations qualifying under the Green Finance Framework are available in the 2022/23 and 2023/24 reports. The remaining proceeds available for allocation to eligible green project categories, in line with the university's Green Finance Framework,

total £31.142 million. Unallocated proceeds will be held as cash deposits or in sterling denominated money market funds in accordance with the University's treasury management policy or used for short-term repayment of other debt facilities before allocation to eligible green projects.

Baselines

KPI 1 - Our progress for scope 1 and scope 2 location-based emissions is measured against the level of carbon emissions in 1990, which is consistent with the baseline used by government.

KPI 2 - Our progress is measured against our total recycling rate % in 2018/19.

KPI 3 - Our progress is measured against our median gender pay gap in 2021.

Setting revised baselines

We will correct any identified errors >1% of the individual KPIs and make this clear in the report where this is the case. We will also conduct an annual review of changes to our operating structure and re-baseline (where required) using actual or estimated data if any of the changes, or the cumulative effect of the changes, are deemed to be quantitatively or qualitatively material.

Following an internal review conducted from June to October 2024 of carbon neutrality actions and targets against the carbon neutral campus by the end of 2027 goal (for scope 1 and 2 emissions). In January 2025 the university amended the sustainability target to include scope 1,2 and 3 emissions and updated the long-term sustainability commitment to net zero by 2040. In line with this change to the university emissions commitment the scope emissions baseline was reset to use the 2022/23 emission levels to enable an accurate post-covid emissions level upon which to base our reduction and removal plan.

Despite a change in the university commitment from carbon neutrality by 2027 to net zero by 2040 and updated baseline this does not change the targets and commitments made when establishing the sustainability linked loan KPI's or targets. Therefore the KPI's and targets disclosed within this methodology remain unchanged by the university updated commitments.

Standards and Guidelines

KPI 1 – The KPI targets are based on tonnes of carbon dioxide equivalent (tCO₂e). Carbon dioxide equivalent is a standard unit for collective measurement of all forms of greenhouse gas (GHG) emissions. The university follows the GHG protocol to report scope 1 and 2 emissions.

For KPI 1 the emissions are based on the location based scope 1 and scope 2 emissions resulting from the University's consumption of gas and electricity. These are monitored monthly as part of bill validation and these consumption levels, summed at year end to give the period total, are then converted to CO₂e quantities by use of the DESNZ issued conversion factors.

The CO₂e figures track the University's financial year whereas conversion factors follow a calendar year and so, following the guidance issued with these factors, the factors corresponding to the year which forms the majority of the reporting year are those applied. In practice this means the 2024/25 emissions levels are based on the DESNZ factors for 2025.

Occasionally some utility bills (predominately gas) contain estimated meter reads and/or a billing period that differs slightly from the calendar month. In these circumstances the monthly tracking data apportions that bill to the calendar months involved (essentially a pro rata adjustment) to allow like for like analysis across years. Estimated bills are challenged and as the main gas meters all have AMR installed, any estimated reads are usually reconciled in later months with actual meter reads.

A small number of University owned buildings (<5%) are excluded from the calculation where these are operated by third parties and these building occupiers take responsibility for paying the utility bills. The utilities to these buildings are metered and these meter reads form the basis of the deductions.

The scope 1 emissions are made up of gas consumption figures only. The emissions level from fuel supplies for stand-by generator sets are regarded as de minimis. Similarly fugitive emissions from refrigerant gases are also seen as de minimis. These are monitored via the University's F-gas register and in 2024/25 these emissions were less than 1.5% of the emissions from mains gas use.

The scope 2 emissions are made up of location-based Electricity consumption figures only.

KPI 2 – The KPI recycling rate is defined as whole estate recycling volumes as a proportion of total waste volumes. Recycled waste streams include metal, wood, green waste (recycled as compost), glass, WEEE, food waste (recycled via anaerobic digestion) and mixed recyclables (paper, card, cans, bottles, etc). All general waste (classed as non-recyclable in our system) currently goes to incineration for energy recovery.

Our main waste contractor for the 2024/25 period removed all the above waste streams, barring confidential waste and WEEE, which were dealt with via a second contractor.

Our regular waste collections for general waste and mixed recycling are calculated via dynamic weighing on the collection vehicles. The vehicles are calibrated at the beginning of each day using an empty bin. Estimated weight of waste would only be used if there was an issue with the dynamic weighing system on a bin lorry; in this case an average weight for that type of waste would be used, but to our knowledge has not happened during the 2024/25 period.

Larger item waste streams such as the metal, wood, green waste, etc., are done via skip and RORO provision. The weights for these are measured via the weighbridge at the relevant waste transfer station.

For WEEE waste streams, anything where removal is charged per kg will be weighed on scales at the depot and the exact weight recorded. Items that are charged as an 'each' or a 'container' have weights estimated. In practice this means significant quantities of WEEE waste weights will be based on estimated values.

Confidential waste collection is charged by volume and the weight of this waste stream is estimated based on the number of full bags collected.

KPI 3 – Our median hourly gender pay gap is calculated annually using MHR Payroll Analytics. The calculation methodology we follow can be found [here](#), which follows the [government guidelines](#) for gender pay gap reporting.

The gender pay gap calculations are based on the number of individual relevant employees, and not on full-time equivalents. This means that each part-time employee counts as one employee. Employees included in our reporting are full-pay relevant employees. Employees not receiving full pay are not included in our reporting, and there may be many reasons why they are not receiving full-pay such as reduced pay sick leave or reduced maternity pay.

Employee Status: Relevant Full-pay

- At work
- On paid annual leave
- On full-pay sick leave
- On full-pay maternity / paternity leave
- Unexplained absence
- On strike

Sustainability Performance Targets

KPI 1: Scope 1 and 2 Carbon emissions (location based) – a Location based carbon neutral campus by end of 2027

Measure	Baseline (1990)	Actual	Targets			
			2023/24	2024/25	2025/26	2026/27
tCO ₂ e	19,090	6,119	3,897	3,463	2,485	1,225

Description – This KPI will measure progress towards delivering the university previous pledge that our campus will be carbon neutral by the end of 2027.

Our carbon neutral campus pledge commits us to eliminating carbon emissions from scope 1 as used for heating and hot water and scope 2 electricity purchased for power sources on our campus by the end of 2027. Our progress is measured against the level of carbon emissions in 1990, which is consistent with the baseline used by government. The University's scope 3 footprint is not yet fully mapped. While we intend to add scope 3 emissions to our carbon reduction strategy in due course, these are excluded from our current KPI targets.

Progress to date - We have already reduced our scope 1 and 2 carbon emissions by more than 60% since 1990. This includes a 42% reduction in carbon emissions since 2018/19.

Our carbon reduction roadmap includes a requirement to offset emissions to the order of around 1,000 tCO₂e. Discussions are already underway with potential providers, as we seek to ensure that carbon offsetting projects are subject to thorough due diligence and selected based on their alignment with the University's values and strategy. It is anticipated that offsetting will be required for only a limited period until additional carbon reduction interventions can be implemented beyond 2027.

KPI 2: Waste – 65% recycling rate by the end of 2027

Measure	Baseline (2018/19)	Actual	Targets			
			2023/24	2024/25	2025/26	2026/27
% Total recycling rate	26.0%	37.4%	45.0%	50.0%	55.0%	65.0%

Description - This KPI will measure progress towards increasing the proportion of our waste that is recycled to 65% by the end of the 2026/27 period.

Measure definition - The KPI recycling rate is defined as whole estate recycling volumes as a proportion of total waste volumes. Recycled waste streams include metal, wood, green waste (recycled as compost), glass, WEEE, food waste (recycled via anaerobic digestion) and mixed recyclables (paper, card, cans, bottles, etc). All general waste (classed as non-recyclable in our system) currently goes to incineration for energy recovery.

The calculation will exclude major capital building work waste streams as these tend to artificially increase recycling rates.

Progress to date - In 2018/19, the University produced 1,060 tonnes of waste (excluding construction-related waste volumes). By 2020/21, this had reduced to 559 tonnes.

The corresponding total recycling rates have improved from 26.3% in 2018/19 to 43.8% in 2020/21 to 53.28% in 2021/22 to 39.7% in 2022/23 to 39.4% in 2023/24 and 37.4% in 2024/25 (again excluding the construction-related waste).

KPI 3: Diversity and Inclusion – Reduce median hourly gender pay gap to 9% by the end of July 2027

Measure	Baseline (2021)	2022/23 Restatement	Actual	Targets			
				2023/24	2024/25	2025/26	2026/27
Median gender pay gap	13.7%	14.0%	8.8%	12.0%	11.0%	10.0%	9.0%

Description – This KPI will measure progress towards reducing our median gender pay gap, with a target to be in line with the anticipated UK figure by the end of July 2027.

Measure definition – Our median gender pay gap is calculated annually using MHR Payroll Analytics. The calculation methodology follows government guidelines.¹

The median gender pay gap is defined as the “difference between the hourly pay of the median full-pay relevant man and the hourly pay of the median full-pay relevant woman”.

All University staff, including temporary and permanent, academic and non-academic are within the scope of the calculation. This also includes all forms of remuneration, including allowances and excellence awards.

The gender pay gap calculations are based on the number of individual relevant employees, and not on full-time equivalents. This means that each part-time employee counts as one employee. Employees included in our reporting are full pay relevant employees. Employees not receiving full pay are not included in our reporting, and there may be many reasons why they are not receiving full pay such as reduced pay sick leave or reduced maternity pay.

Changes to the YOY calculation from 2021/22 to 2022/23 were made to include additional voluntary pension contributions within the report. This impacted negatively on the hourly pay rate and created a change from our previously published median gender pay in 2022/23 from 12.6% to 14%. We have updated the figure to include the AVC as these contributions will be included for 2023/24 reporting and in the future.

Employee Status: Relevant Full-pay

- At work
- On paid annual leave
- On full-pay sick leave
- On full-pay maternity / paternity leave
- Unexplained absence
- On strike

Progress towards our KPI target will be measured against a baseline of our 2021 median gender pay gap.

Lead indicators that will be used to monitor progress on a quarterly basis throughout the year include:

- % women on or having completed CPD programmes, including apprenticeships
- % women being recruited
- % women on fixed-term contracts
- % women making up Grades 4-6
- % women making up Grades 7-10
- Investment in female development
- Athena Swan Charter results

In 2024/25, the University committed to and made progress in the following areas:

- Launched our new EDI Strategy, setting out our priorities and vision for a more inclusive university environment.
- Published our EDI Transparency Report, outlining progress and areas for improvement across key diversity metrics.
- Our Human Living Library was shortlisted for the Inclusive Culture Initiative Award by the Inclusive Awards Company – a powerful recognition of our innovative approach to storytelling and lived experience.
- Implemented mandatory training on bullying, harassment, sexual misconduct, and active bystander intervention, aiming to embed a culture of safety and accountability.
- Introduced a new Dignity at Work Policy, strengthening our commitment to respectful and supportive working relationships. Reviewed and rewritten our staff code of conduct
- Launched our new Health and Wellbeing Strategy, with a holistic approach to physical, mental, emotional, and spiritual wellbeing across all staff groups.
- Developed and launched a Suicide Mitigation Policy and Toolkit to support early intervention and signposting across the university community.
- The University publishes an [annual gender pay gap report](#) where further information and data can be found.
- The median gender pay gap has reduced to 8.8% for 2024.

¹ <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

Independent Limited Assurance Report to University of Hull

Grant Thornton UK LLP (“Grant Thornton” or “we”) were engaged by the University of Hull (“the University”) to provide limited assurance over the Subject Matter Information described below.

Limited assurance conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of what we say in the remainder of this report.

Subject Matter Information

The scope of our work was limited to assurance over selected aspects of the University of Hull’s Sustainability Report (“the Report”) for the year ending 31 July 2025, listed in Appendix 1 to our report (“the Subject Matter Information”).

Our assurance does not extend to any other information that may be included in the Report for the current year or for previous periods unless otherwise indicated.

Reporting Criteria

The Reporting Criteria used for the measurement or evaluation of the Subject Matter Information and to form our judgements are the University’s Methodology sub-section of the Report and the University’s Green Finance Framework (together “the Reporting Criteria”).

Inherent limitations

The absence of a significant body of established practice on which to draw to measure or evaluate the Subject Matter Information allows for different, but acceptable, measurement or evaluation techniques and can affect comparability between entities and over time. In particular we draw attention to the methodological and assumption based limitations the University have disclosed in the Reporting Criteria.

Directors’ responsibilities

The Directors of the University are responsible for:

- the design, implementation and maintenance of internal control relevant to the preparation and presentation of Subject Matter Information that is free from material misstatement, whether due to fraud or error;
- selecting and/or establishing suitable Reporting Criteria;
- measuring or evaluating and presenting the Subject Matter Information in accordance with the Reporting Criteria; and
- the preparation of the Report and the Reporting Criteria and their contents.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Subject Matter Information has been prepared in accordance with the Reporting Criteria;
- forming an independent limited assurance conclusion, based on the work we have performed and the evidence we have obtained; and
- reporting our limited assurance conclusion to the University.

Our independence, professional standards and quality control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

We apply International Standard on Quality Management (ISQM) 1, “Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements” and accordingly we maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Assurance standards and level of assurance

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) “Assurance Engagements other than Audits and Reviews of Historical Financial Information” (“ISAE 3000 (Revised)”), and in accordance with International Standard on Assurance Engagements 3410 – “Assurance Engagements on Greenhouse Gas Statements” (“ISAE 3410”), issued by the International Auditing and Assurance Standards Board (IAASB). These standards require that we plan and perform this engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks which vary in nature from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower

than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not report a reasonable assurance conclusion.

Work performed

Considering the circumstances of the engagement our work included, but was not restricted to:

- assessing the suitability of the Reporting Criteria as the basis of preparation for the Subject Matter Information;
- assessing the risk of material misstatement of the Subject Matter Information, whether due to fraud or error, and responding to the assessed risk as necessary in the circumstances;
- conducting interviews with relevant University management and examining selected documents to obtain an understanding of the processes, systems and controls in use for measuring or evaluating, recording, managing, collating and reporting the Subject Matter Information;
- performing selected limited substantive testing including agreeing a selection of the Subject Matter Information to corresponding supporting information;
- considering the appropriateness of selected carbon conversion factor calculations, other unit conversion factor calculations and other calculations used by the University to prepare the Subject Matter Information including by reference to widely recognised and established conversion factors;
- evaluating the overall presentation of the Subject Matter Information; and
- reading the Report and narrative accompanying the Subject Matter Information in the Report with regard to the Reporting Criteria, and for consistency with our findings.

Intended use of this report

This limited assurance report, including our conclusion, is made solely to the University of Hull in accordance with the terms of the agreement between us. Our work has been undertaken so that we might state to the University those matters we are required to state to them in an independent limited assurance report and for no other purpose. We have not considered the interest of any other party in the Subject Matter Information.

To the fullest extent permitted by law, we do not accept or assume responsibility and deny any liability to any party other than the University for our work or this report, including our conclusion.

Grant Thornton UK LLP

Grant Thornton UK LLP

Chartered Accountants

London

15th December 2025

The maintenance and integrity of the University's website is the responsibility of the Directors; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Subject Matter Information, the Report or the Reporting Criteria presented on the University's website since the date of our limited assurance report.

Appendix: Subject Matter Information

Underlying Subject Matter	Units	31 July 2025
KPI 1: Carbon emissions Scope 1 and 2 GHG emissions (Location Based)	Tonnes CO ₂ e	6,119
KPI 2: Waste Total recycling rate	% of total waste	37.4
KPI 3: Diversity and Inclusion Median hourly gender pay gap	%	8.8
Allocation of the proceeds from green debt instruments to Eligible Green Projects Categories in accordance with the 'University of Hull Green Finance Framework'	£ Million	54.858



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